

## BEFORE THE SOUTH CAROLINA STATE BOARD OF EDUCATION

In the Matter of the Suspension )  
 )  
of the Educator Certificate )  
 )  
of Andrea Howell Overcash )  
 )  
Certificate 235635 )  
\_\_\_\_\_ )

### **ORDER OF SUSPENSION (Failure to meet ADEPT Requirements)**

#### **SUMMARY OF THE CASE**

The South Carolina State Board of Education (State Board) considered this matter on August 18, 2011. On July 7, 2011, the South Carolina Department of Education's (SCDE) Office of Educator Evaluation sent Ms. Andrea Howell Overcash notice of her failure to meet the requirements of her ADEPT formal evaluation for the second time via certified mail. On July 13, 2011, Ms. Overcash received the notice as evidenced by a return receipt bearing her signature. Pursuant to 24 S.C. Reg. 43-58 (Supp. 2010), 24 S.C. Reg. 43-205.1 (Supp. 2010), and the ADEPT System Guidelines (2006), a second unsuccessful ADEPT formal evaluation at the annual-contract level requires that Ms. Overcash's South Carolina teaching certificate be automatically suspended for a minimum of two years. After considering the information presented by the SCDE, the State Board voted to suspend Ms. Overcash's certificate for a minimum of two years, beginning August 18, 2011, and ending August 17, 2013.

#### **FINDINGS OF FACT**

Ms. Overcash holds an initial South Carolina educator certificate and has over three years of teaching experience. The Aiken County School District's annual ADEPT report to the Office of Educator Evaluation indicated that Ms. Overcash was unsuccessful in meeting the requirements of her ADEPT formal evaluation for the 2010-2011 school year. This failure was Ms. Overcash's second unsuccessful ADEPT evaluation at the annual-contract level.

On July 7, 2011, the SCDE's Office of Educator Evaluation sent Ms. Overcash notice of her failure to meet the requirements of her ADEPT formal evaluation for the second time via certified mail. On July 13, 2011, Ms. Overcash received the notice as evidenced by a return receipt bearing her signature.

### CONCLUSIONS OF LAW

The State Board will automatically suspend for a minimum of two years the certificate of an annual-contract teacher who for the second time fails to meet ADEPT formal evaluation criteria. S.C. Code Ann. § 59-5-60 (2004); 24 S.C. Reg. 43-58 (Supp. 2010), 24 S.C. Reg. 43-205.1 (Supp. 2010). The State Board finds that sufficient information has been presented supporting its conclusion that Ms. Overcash failed to meet ADEPT formal evaluation criteria for a second time, warranting the suspension of her certificate for a minimum period of two years, commencing on August 18, 2011, through August 17, 2013. An "ineligible for hire" indicator will be placed in Ms. Overcash's certification file with the Office of Educator Certification, Recruitment and Preparation and will not be removed prior to August 17, 2013.

Before reentry into the profession and removal of the suspension, Ms. Overcash must complete a state-approved remediation plan based on the areas that were identified as deficiencies during the formal evaluation process. Remediation plans must be developed and implemented in accordance with the State Board's ADEPT implementation guidelines. Following the minimum two-year suspension period and the completion of the remediation plan, as verified by the Office of Educator Evaluation, Ms. Overcash's certificate suspension will be lifted and Ms. Overcash will be eligible for employment at the annual-contract level. All fees and eligibility requirements that are in effect at the time of Ms. Overcash's reapplication will apply.

**AND IT IS SO ORDERED.**

South Carolina State Board of Education

By: 

Gerrita Postlewait, Chair

Columbia, South Carolina  
August 18, 2011